

***Refreshed Campaign Plan***

***Goal 4***

***National/Regional Recruitment  
Strategy***



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# ***USACE Human Capital Strategy***

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- Goal 4: Build and cultivate a competent, disciplined and resilient team equipped to deliver high quality solutions
- 4d: Establish tools and systems that get the right people in the right jobs, then develop and retain this highly skilled work force
  - Action #2: Develop USACE Enterprise HR strategy to recruit and retain the workforce we need



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# ***Recruitment Challenges***

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- Competition from the private sector
- Loss of staff to various contingency operations
- Large number of retirement-eligible employees



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# ***Outreach***

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- Outreach to colleges and universities
- Hispanic Engineer National Achievement Awards Conference
- Black Engineers of the Year Awards Conference
- American Indian Science and Engineer Society
- Women of Color Technology Conference
- Society of Women Engineers Conference



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# ***Flexibilities***

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- Recruitment/Retention/Relocation Bonuses
- Advanced education
- Long Term Training
- Family-friendly workplace
  - Flex-time/Alternate Work Schedules
  - Telework
- Professional credential reimbursement
- Transit Subsidy



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# ***The Way Ahead***

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- Develop a human capital plan that is directly linked to the Corps' current (refreshed) strategic plan
- Distribute the revised plan for MSCs and Districts to use to guide their human capital activities
- Develop a process for determining the effectiveness of the human capital tools and adjust their use as necessary to meet workforce needs